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HITTING THE TARGET

Many dream about making their passion or hobby into a career, but few make it happen. Rick Bednar, Executive Vice President and Chief Operating Officer of rapidly growing Hunter's Manufacturing Company, dba TenPoint Crossbow Technologies, is the exception to the rule. A passion for archery lead Rick to establish TenPoint Crossbow Technologies in 1994, and the company is now recognized as an emerging leader in the hunting crossbow industry.

Rick grew up in a home attached to Portage Archery Center, a family-owned business started by his parents, so he learned how to operate a bow and arrow at a very early age. He grew passionate about archery and ultimately earned many accolades and awards as a competitive archer and bow hunter. While in college, Rick earned honors as a NCAA All-American archer and as a three-time NCAA Champion. He represented the U.S. in the Pan American Games, and he qualified as an alternate on the 1976 U.S. Olympic Team.

Growing up in a family-owned small business also helped develop Rick's passion for being his own boss. His career has included stints of running the family archery business and helping to form another Ohio-based crossbow manufacturer that he helped grow into an industry leader. At a crossroads in his life in 1994 following a falling out with his partners in that other firm, Rick joined with George Gardner in forming what has become TenPoint Crossbow Technologies.

TenPoint's early years saw the company plagued by supplier problems, severe competition, mounting losses, and Rick's own health crisis. The company's early struggles to meet projections caused a falling out with its original lender. Rick called upon the lending industry relationships that he had developed from his prior ventures and contacted John Falatok of the Second National Bank of Warren for help. John knew Rick's character and talents and used that knowledge to convince his bank to restructure TenPoint's debts through a \$600,000 SBA-guaranteed loan.

These early adversities served to strengthen Rick's resolve, and the marketplace began to recognize TenPoint's superiority in product design and quality. The company reached its stride in the late 90s, beginning a pattern of revenue, profit and employee growth that continues today. TenPoint's sales have increased approximately 104% since '00, and its employment has almost

tripled from an initial 11 employees to a current 32. Additional SBA guaranteed loans through Second National Bank of Warren have help support this impressive growth.

TenPoint continues to introduce new and better crossbows to a hunting marketplace that continues to grow, driven by more liberalized crossbow hunting regulations, the increasing deer population in urban areas, and the improvement in overall crossbow technology. TenPoint celebrates its 10th anniversary in 2004, and it expects to continue to grow its reputation as an industry leader in innovation and crossbow design

Rick Bednar has clearly done what most of us dream of doing – turning a passion into a successful career!

Rick Bednar is the winner of the Cleveland District Office's 2004 Small Business Person of the Year.